

**ATTACHMENT 14**



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October 25, 2011

**ECS, Notice of Increase**

Dear Jacqueline, 1329

Electronic Consulting Services, Inc. ("ECS") is pleased to notify you of your salary increase as a result of your 2011 annual performance review.

Your new semi-monthly salary will be \$9,104.00 which is equivalent to \$218,508.00 per annum, less payroll deductions and other withholdings required by law. The Company may modify compensation and benefits, as permitted by law. Your new rate of pay became effective October 1, 2011 and is reflected in your October 25, 2011 paycheck.

Thank you for your efforts and continued support. We look forward to continuing productive and mutually rewarding relationship.

Very truly yours,

A handwritten signature in black ink, appearing to read "J. A. Powell".

Jeffrey A. Powell  
Executive Vice President and Chief Operating Officer